

BBC
STUDIOS

**UK PAY
GAP REPORT**

2026

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, BBC Studios is a fast-growing, ambitious business with stretching goals to increase and expand its support for the licence fee, and play a key role in supporting the BBC’s ‘Value for All’ strategy.

The Studios’ production units and labels in the UK and around the world tell award-winning British stories and bring people together with live events like *Eurovision* and much-loved brands such as *Dancing with the Stars*, the *Earth* series of natural history landmarks, *Doctor Who* and *Bluey*. BBC.com, the global commercial news website, brings news and features to a global audience, showcasing the BBC’s pursuit for truth without agenda.

Pete Wicks: For Dogs’ Sake
BBC Studios Entertainment Productions

CONTENTS

01 Foreword from Tom Fussell, CEO

02 Gender pay gap

03 Gender bonus pay gap

04 Global gender representation data

05 Ethnicity pay gap

06 Ethnicity bonus pay gap

07 DDN pay gap

08 DDN bonus pay gap

09 LGBTQ+ pay gap

10 LGBTQ+ bonus pay gap

11 Socio-economic pay gap

12 Socio-economic bonus pay gap

13 Equal Pay and Gender Pay

14 Statutory disclosures



OUR PEOPLE ARE CENTRAL TO OUR SUCCESS

Foreword from Tom Fussell, CEO

BBC Studios has been working to create an environment where there is a strong sense of belonging: where everyone feels that they can contribute, feels represented and has their voice heard. I'm pleased to report that a recent staff survey noted 83% of BBC Studios employees feel their manager builds an inclusive team environment.

Since pay gap reporting was introduced, BBC Studios has sought high levels of transparency in its disclosures compared to the wider industry, broadening the range of characteristics it publishes beyond gender to encompass ethnicity, disability, sexual orientation, and socio-economic diversity and we would encourage our peers to voluntarily make these disclosures too. As outlined in last year's report, in 2026 we are for the first time disclosing data related to our colleagues who are deaf and/or neurodivergent as well as those who are disabled, to align with industry best practice.

This year's report shows our overall median gender pay gap is down by 1.4 percentage points to 9.3% (2025: 10.7%), and we have also seen reductions in our median pay gap figures for ethnicity (5%, 2025: 8.7%), and LGBTQ+ (7.8%, 2025: 14.3%). These changes are a result of greater representation at more senior levels within the organisation across these characteristics. The median pay gaps for disability, deafness and/or neurodivergence (DDN), and socio-economic diversity (SED) are largely unchanged.

When we look at our pay gaps at individual Career Band level, our median pay gaps across characteristics indicate a high level of consistency in pay levels within our bands. For instance, 94% of our employees are in a Career Band with a gender pay gap less than 3%, or in favour of females; and all of our Career Bands have an ethnicity pay gap of less than 1.5% or are in favour of the ethnic minority group. Our largest pay gaps remain within the most senior career band (Senior Leader). This is driven partially by lower population sizes and a broad variety of roles at this level.

The figures shared in this report are encouraging, but there remains more work to do. We are continuing to deliver on a series of initiatives to address areas of imbalance in our representation, some examples of which are below.

To demonstrate our commitment to diversity we signed up to the 'We Are Doc' Women's Gender Pledge, with the result that 58% of Directors for our Documentary Unit's productions over the last twelve months were female. We are continuing to be an advocate for accessibility in TV Production and are honoured that BBC Studios has been asked to be the Champion for Places in the TV Access Projects Spaces & Places Workstream this year.

To help address the underrepresentation of people from working-class backgrounds in the wider TV industry, BBC Studios has committed to the TV Foundation's Class Confident initiative and will be developing a clear action plan linked to the Class Confident actions, which cover culture & leadership, recruitment, affordability, job security, progression and breaking on-screen stereotypes.

In addition, our industry-recognised Inclusion Rider, which helps us assess the level of diversity in off-screen roles, tracked 119 eligible productions over the last year. Of those, 97% met our minimum 25% diversity threshold, 98% included at least one senior role from an underrepresented background, and 83% had already met our target of having at least two senior roles from underrepresented backgrounds.

The continued improvement to our pay gaps, supported by specific actions by teams from across BBC Studios to improve representation, emphasise our commitment to creating a workplace where everyone feels they can be their authentic selves at work and which reflects the rich diversity of our modern society.

Tom Fussell,
CEO, BBC Studios



Median pay gap 2026						
Career Band	Population	Gender	Ethnicity	DDN*	LGBTQ+	Socio-Eco
A	71	4.2%	-4.4%	1.4%	18.9%	-4.8%
B	339	-3.1%	-0.7%	3.1%	4.8%	-3.8%
C	722	3.0%	-0.7%	4.1%	3.1%	2.4%
D	1,080	1.5%	-4.2%	3.9%	0.8%	1.5%
E	489	0.4%	-4.6%	0.6%	-1.5%	-0.3%
F	291	-5.1%	-8.4%	-1.6%	5.8%	-4.7%
Senior Leader	61	15.5%	1.3%	12.3%	-9.4%	10.2%
Overall combined 2026**	3,113	9.3%	5.0%	10.5%	7.8%	4.0%
Overall combined 2025	3,376	10.7%	8.7%	12.4%	14.3%	3.7%

Mean pay gap 2026						
Overall combined mean**	3,113	11.2%	7.5%	7.4%	5.5%	7.4%
Overall combined 2025	3,376	11.3%	8.5%	10.1%	9.8%	5.4%

* Deaf, Disabled and Neurodiverse
** Includes 60 staff not mapped to a career level band

GENDER PAY GAP

Our largest gender pay gap by Career Band continues to be at Senior Leader level, where small populations and a wide range of job sizes create expected volatility. Across all other Career Bands, median gender pay gaps are generally low (within +/-5%), indicating a high level of consistency in pay levels within bands.

Changes in gender pay gaps by Career Band are relatively modest overall. We have seen some improvement at Bands E and F, reflecting increased female representation at these levels, whilst changes at other bands largely reflect normal workforce movement.

The overall median gender pay gap of 9.3% is primarily a function of representation across the organisation. While representation at senior levels (Band F and SL combined) is broadly balanced, our more junior population continues to be predominantly female.

The gender pay gap is also influenced by job family mix, with higher-paid areas such as Technology having a higher proportion of male employees, reflecting wider market trends.

Our median gender pay gap has reduced by 1.3 percentage points, whilst the mean gap has remained broadly flat.

The improvement is primarily driven by increased female representation at Bands E and F, supported by higher levels of female promotions and hiring at these levels, alongside workforce movement such as joiners and leavers. This has been partially offset by small changes at Senior Leader level, where low volumes can materially impact the mean gap.

We continue to monitor BAU pay decisions through quarterly analysis and equal pay reviews, which have not identified any systemic bias.

Career Band	Median gender pay gap ¹		Female representation	
	2026	2025	2026	2025
A	4.2%	0.0%	65%	63%
B	-3.1%	-3.0%	68%	68%
C	3.0%	4.4%	64%	63%
D	1.5%	2.9%	60%	61%
E	0.4%	2.1%	58%	55%
F	-5.1%	-2.8%	53%	50%
Senior Leader	15.5%	11.1%	46%	49%

BBC Studios gender pay gap	Median	Mean
2026	9.3%	11.2%
2025	10.7%	11.3%

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)

2026

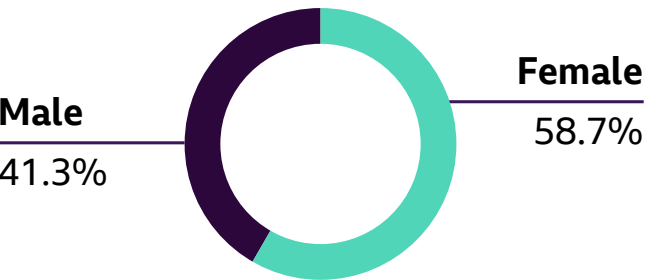


2025

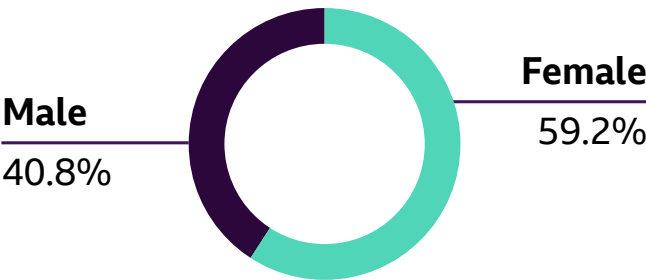


Upper middle quartile

2026



2025

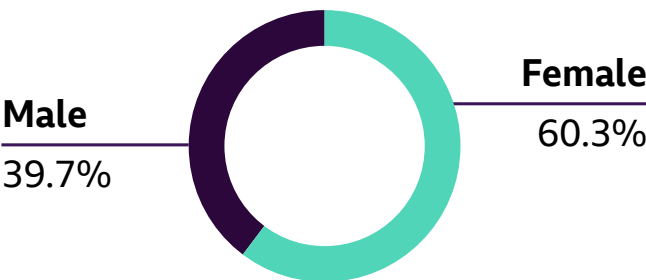


Lower middle quartile

2026

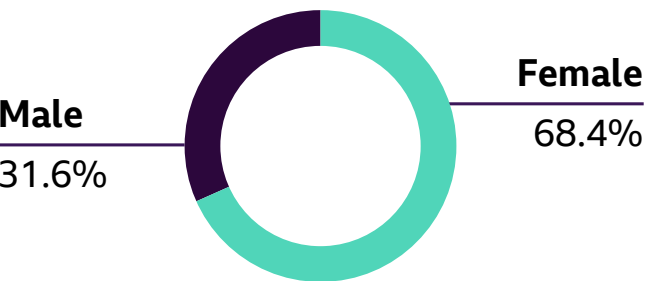


2025

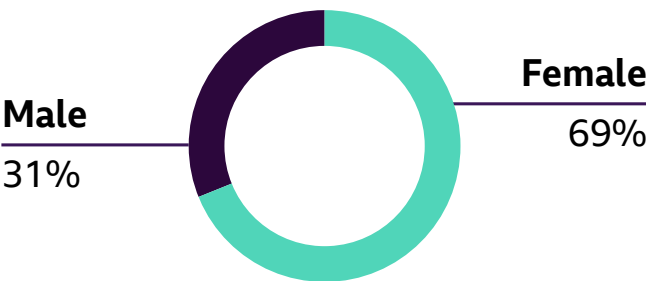


Lower quartile (the bottom 25% of earners)

2026



2025



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	2026	22.7%	466 (24.9%)	342 (27.6%)
	2025	25.7%	469 (23.1%)	356 (26.4%)

	Year	Median bonus pay gap	Number of women receiving a payment	Number of men receiving a payment
Retail Voucher Recognition Scheme	2026	-33.3%	407 (21.7%)	193 (15.6%)
	2025	0.0%	425 (21.0%)	202 (15.0%)

	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)	2026	13.5%	17 (0.9%)	10 (0.8%)
	2025	17.1%	9 (0.4%)	6 (0.4%)



Wild Cherry
Firebird Pictures

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, 62% of our employees are female and every one of our Career Bands has more females than males, except at Senior Leadership level.

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	
	2026	2025	2026	2025	2026	2025
A	65%	63%	100%	50%	67%	64%
B	68%	68%	85%	78%	72%	70%
C	64%	63%	76%	76%	67%	66%
D	60%	61%	66%	68%	61%	62%
E	58%	55%	61%	60%	59%	57%
F	53%	50%	61%	57%	54%	52%
Senior Leader	46%	49%	42%	40%	47%	48%
Total	60%	60%	69%	68%	62%	62%

ETHNICITY PAY GAP

Across all Career Bands, median ethnicity pay gaps remain low (less than 3%), or in favour of the minority group.

Both the median and mean ethnicity pay gaps have reduced compared to 2025.

Median pay gaps in our Career Bands with the biggest populations (C, D and E) have reduced, reflecting modest shifts in representation.

The overall median ethnicity pay gap of 5% continues to be driven by slightly higher minority representation at more junior levels compared to senior levels.

This change is primarily driven by a reduction in minority representation at Band C and an increase in minority representation at Band E. These shifts in representation reflect normal workforce movement (joiners, leavers and promotions).

Pay gaps at senior Career Bands remain sensitive to small changes in representation, where population sizes are lower.

Career Band	Median ethnicity pay gap ¹		Minority ² ethnicity representation	
	2026	2025	2026	2025
A	-4.4%	0.0%	34%	28%
B	-0.7%	-3.7%	21%	20%
C	-0.7%	1.4%	20%	21%
D	-4.2%	-3.2%	19%	19%
E	-4.6%	-0.2%	15%	14%
F	-8.4%	-1.9%	11%	11%
Senior Leader	1.3%	-1.0%	13%	14%

BBC Studios ethnicity pay gap	Median	Mean
2026	5.0%	7.5%
2025	8.7%	8.5%

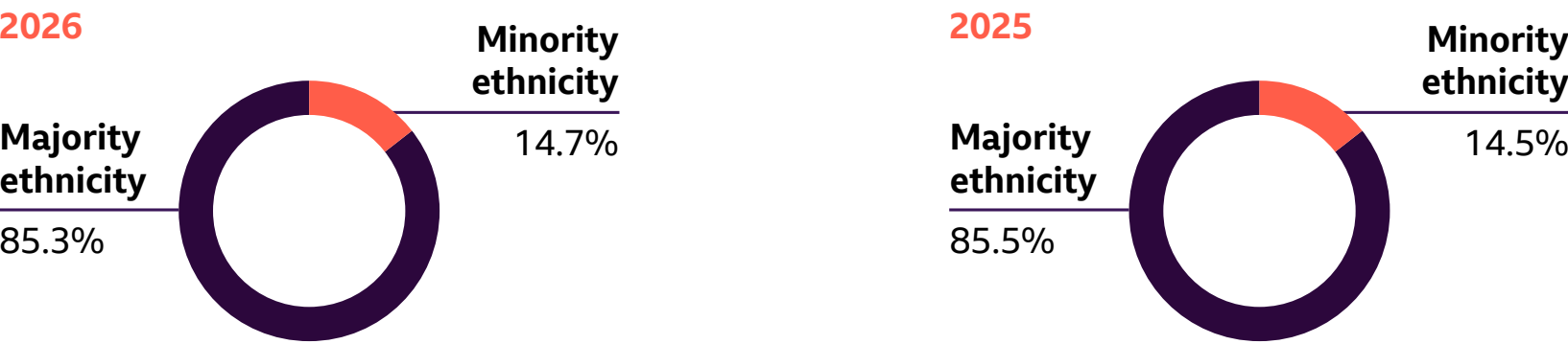
1 A negative gap indicates the median pay to employees from a minority ethnicity was higher than median pay to employees from the majority ethnicity.
2 Minority ethnicities are defined as black, Asian or other minority ethnicity.

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 ¹	Majority ethnicity
Incentive Scheme Payments	2026	23.0%	134 (23.5%)	652 (26.9%)
	2025	29.7%	140 (22.4%)	667 (25.4%)

	Year	Median bonus pay gap	Number of employees receiving a payment	
			Minority ethnicity ¹	Majority ethnicity
Retail Voucher Recognition Scheme	2026	-14.3%	107 (18.8%)	479 (19.8%)
	2025	0.0%	113 (18.1%)	491 (18.7%)

	Year	Median bonus pay gap	Number of employees receiving a payment	
			Minority ethnicity ¹	Majority ethnicity
Long Service Awards Payments (Legacy scheme closed in 2013)	2026	22.3%	9 (1.6%)	18 (0.7%)
	2025	22.8%	3 (0.5%)	11 (0.4%)

¹ Minority ethnicities are defined as black, Asian or other minority ethnicity.

DDN PAY GAP

Median DDN pay gaps are generally low across all Career Bands, with the exception of Senior Leader level where volatility is expected due to small populations.

From this year, our definition has been expanded to include deaf, disabled and/or neurodivergent groups, replacing our previously reported Disability pay gap. This is in line with changes to our representation reporting, aligns with industry best practice and provide a more comprehensive perspective of our diversity.

Last year we published both a disability pay gap and a DDN pay gap at overall Company level but not at Band level.

The overall median DDN pay gap is 10.5%, with a mean gap of 7.4%. This is driven by a higher minority representation at junior levels compared to senior levels.

Our median DDN pay gap has remained largely static, whilst our mean gap has improved compared to the prior year.

Career Band	Median DDN pay gap ¹		DDN representation	
	2026	2025	2026	2025
A	1.4%	6.7%	23%	19%
B	3.1%	2.0%	19%	14%
C	4.1%	3.6%	14%	12%
D	3.9%	6.1%	11%	9%
E	0.6%	1.2%	11%	8%
F	-1.6%	0.3%	11%	9%
Senior Leader	12.3%	17.6%	18%	14%

BBC Studios DDN pay gap	Median	Mean
2026	10.5%	7.4%
2025	12.4%	10.1%

1 A negative gap indicates the median pay to DDN employees was higher than median pay to non-DDN employees.

DDN pay by quartile

When reviewing our DDN 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 DDN and non-DDN employees and monitor the distribution of pay.

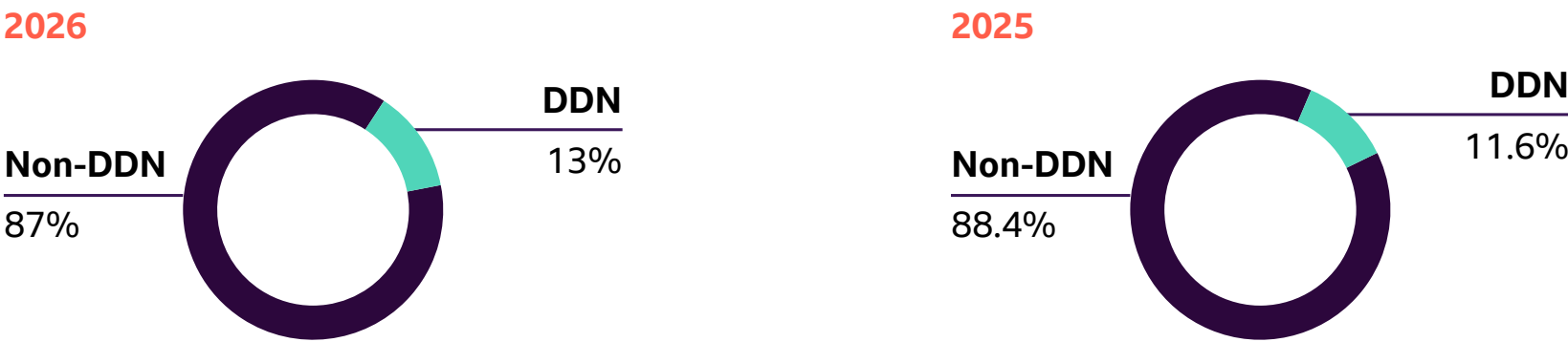
Upper quartile (the top 25% of earners)



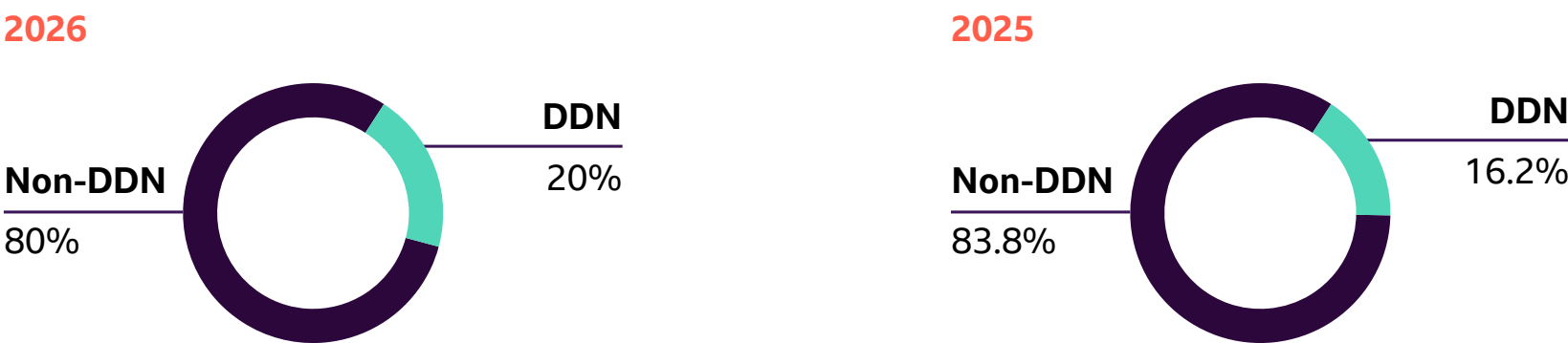
Upper middle quartile



Lower middle quartile



Lower quartile (the bottom 25% of earners)



DDN 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	
			DDN	Non-DDN
Incentive Scheme Payments	2026	-5.9%	88 (21.7%)	682 (27.1%)
	2025	-0.3%	76 (21.3%)	709 (25.2%)

	Year	Median bonus pay gap	Number of employees receiving a payment	
			DDN	Non-DDN
Retail Voucher Recognition Scheme	2026	18.8%	74 (18.3%)	499 (19.8%)
	2025	25.0%	51 (14.3%)	543 (19.3%)

	Year	Median bonus pay gap	Number of employees receiving a payment	
			DDN	Non-DDN
Long Service Awards Payments (Legacy scheme closed in 2013)	2026	16.7%	2 (0.5%)	25 (1%)
	2025	-16.9%	2 (0.6%)	12 (0.4%)

LGBTQ+ PAY GAP

Median LGBTQ+ pay gaps are generally low across most Career Bands, especially those with the biggest populations. At Senior Leader level the pay gap is in favour of the LGBTQ+ population. Higher variability is to be expected at these Bands due to small population sizes.

Median pay gaps have remained reasonably static across the majority of Career Bands, with less than 1 percentage point change in the most populous bands. We have seen some increases at the most junior and senior levels, with volatility driven by relatively small numbers.

Career Band	Median LGBTQ+ pay gap ¹		LGBTQ+ representation	
	2026	2025	2026	2025
A	18.9%	12.9%	13%	20%
B	4.8%	3.0%	13%	13%
C	3.1%	3.0%	12%	13%
D	0.8%	0.4%	10%	9%
E	-1.5%	-1.8%	8%	8%
F	5.8%	5.0%	13%	11%
Senior Leader	-9.4%	-6.7%	8%	8%

BBC Studios LGBTQ+ pay gap	Median	Mean
2026	7.8%	5.5%
2025	14.3%	9.8%

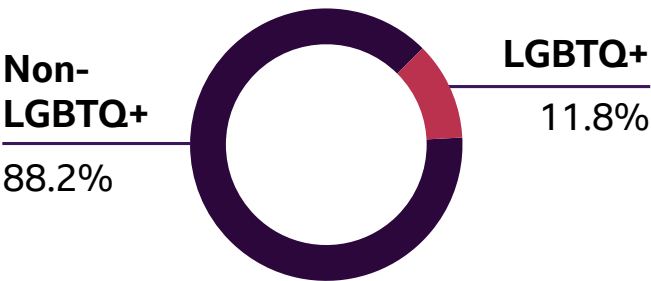
1 A negative gap indicates the median pay to employees identifying as LGBTQ+ was higher than median pay to employees identifying as non-LGBTQ+.

LGBTQ+ pay by quartile

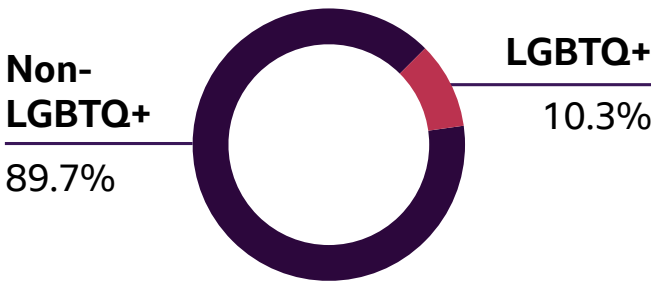
When reviewing our LGBTQ+ pay gap, we draw up a list of our employee earnings – from the lowest to the highest – and split it into four even groups, called quartiles. This allows us to calculate the proportion of LGBTQ+ and non-LGBTQ+ employees and monitor the distribution of pay.

Upper quartile (the top 25% of earners)

2026

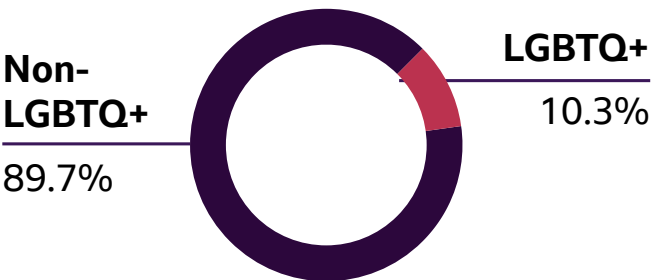


2025

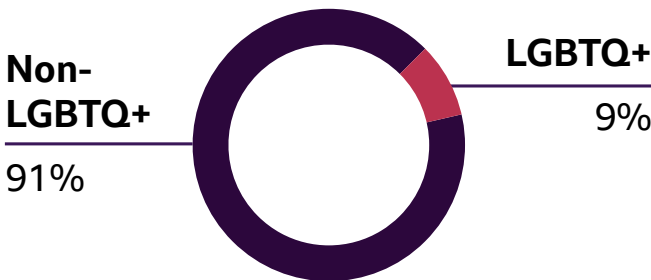


Upper middle quartile

2026

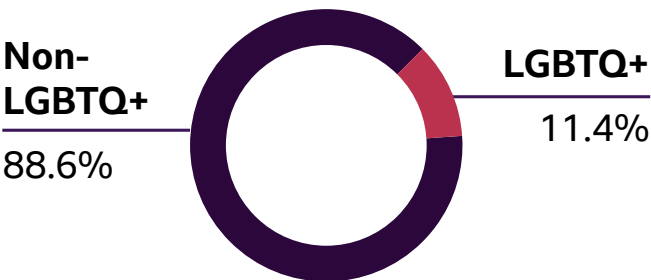


2025

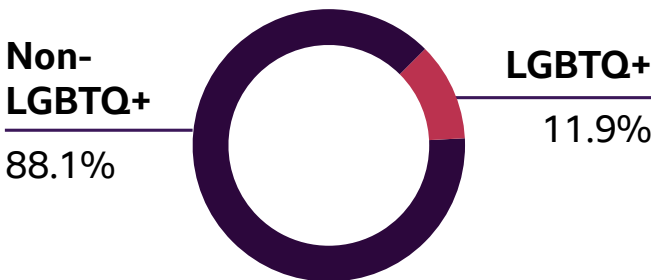


Lower middle quartile

2026

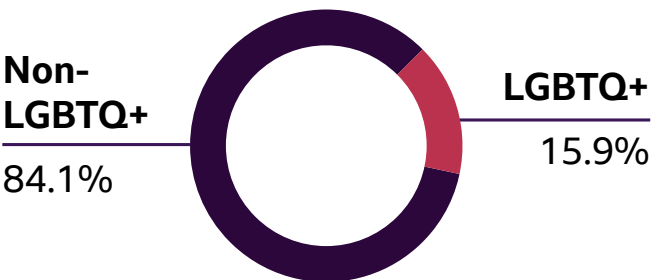


2025



Lower quartile (the bottom 25% of earners)

2026



2025



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	2026	-2.0%	83 (24.8%)	618 (26%)
	2025	-1.6%	80 (22.3%)	638 (24.7%)

	Year	Median bonus pay gap	Number of employees receiving a payment	
			LGBTQ+	Non-LGBTQ+
Retail Voucher Recognition Scheme	2026	0.0%	68 (20.3%)	476 (20%)
	2025	-25.0%	77 (21.4%)	478 (18.5%)

	Year	Median bonus pay gap	Number of employees receiving a payment	
			LGBTQ+	Non-LGBTQ+
Long Service Awards Payments (Legacy scheme closed in 2013)	2026	-35.8%	2 (0.6%)	24 (1%)
	2025	N/A	0	14 (0.5%)

SOCIO-ECONOMIC PAY GAP

Median socio-economic pay gaps remain low across most Career Bands (below 2.5% or in favour of the minority group). The biggest gap is at Senior Leader level, where the small population size drives volatility.

Changes at most Career Bands are modest, especially in those bands with the biggest populations. Those bands with larger movement (for example, a Band A pay gap in favour of the minority) are a reflection of increases in disclosure rates and workforce composition.

This change is primarily driven by fluctuations in representation (due to increased disclosure rates) at various levels.

The overall median socio-economic pay gap is 4%, with the mean at 7.4%.

The median gap is broadly stable, with a 2 percentage point increase in the mean gap compared to last year.

This is primarily attributable to increased disclosures and representation at junior levels, and a small reduction in representation at Band E. These movements are driven by workforce movement.

Career Band	Median Socio-Eco pay gap ¹		Socio-Eco representation	
	2026	2025	2026	2025
A	-4.8%	0.0%	24%	13%
B	-3.8%	-1.5%	23%	22%
C	2.4%	2.4%	22%	22%
D	1.5%	0.6%	19%	19%
E	-0.3%	1.2%	19%	21%
F	-4.7%	-10.1%	15%	14%
Senior Leader	10.2%	4.1%	15%	15%

BBC Studios Socio-Eco pay gap		Median	Mean
2026		4.0%	7.4%
2025		3.7%	5.4%

1 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 socio-economic representation in each quartile 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)





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
Incentive Scheme Payments	2026	19.6%	138 (23%)	526 (25.7%)
	2025	33.1%	153 (23.3%)	521 (23.6%)

	Year	Median bonus pay gap	Number of employees receiving a payment	
			Majority Socio-Eco	Minority Socio-Eco
Retail Voucher Recognition Scheme	2026	-14.3%	108 (18%)	427 (20.9%)
	2025	0.0%	126 (19.1%)	420 (19.1%)

	Year	Median bonus pay gap	Number of employees receiving a payment	
			Majority Socio-Eco	Minority Socio-Eco
Long Service Awards Payments (Legacy scheme closed in 2013)	2026	3.7%	7 (1.2%)	20 (1%)
	2025	8.6%	4 (0.6%)	9 (0.4%)

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 DDN pay gap will be the difference between the average hourly pay for all DDN employees and the average hourly pay for all non-DDN employees.

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



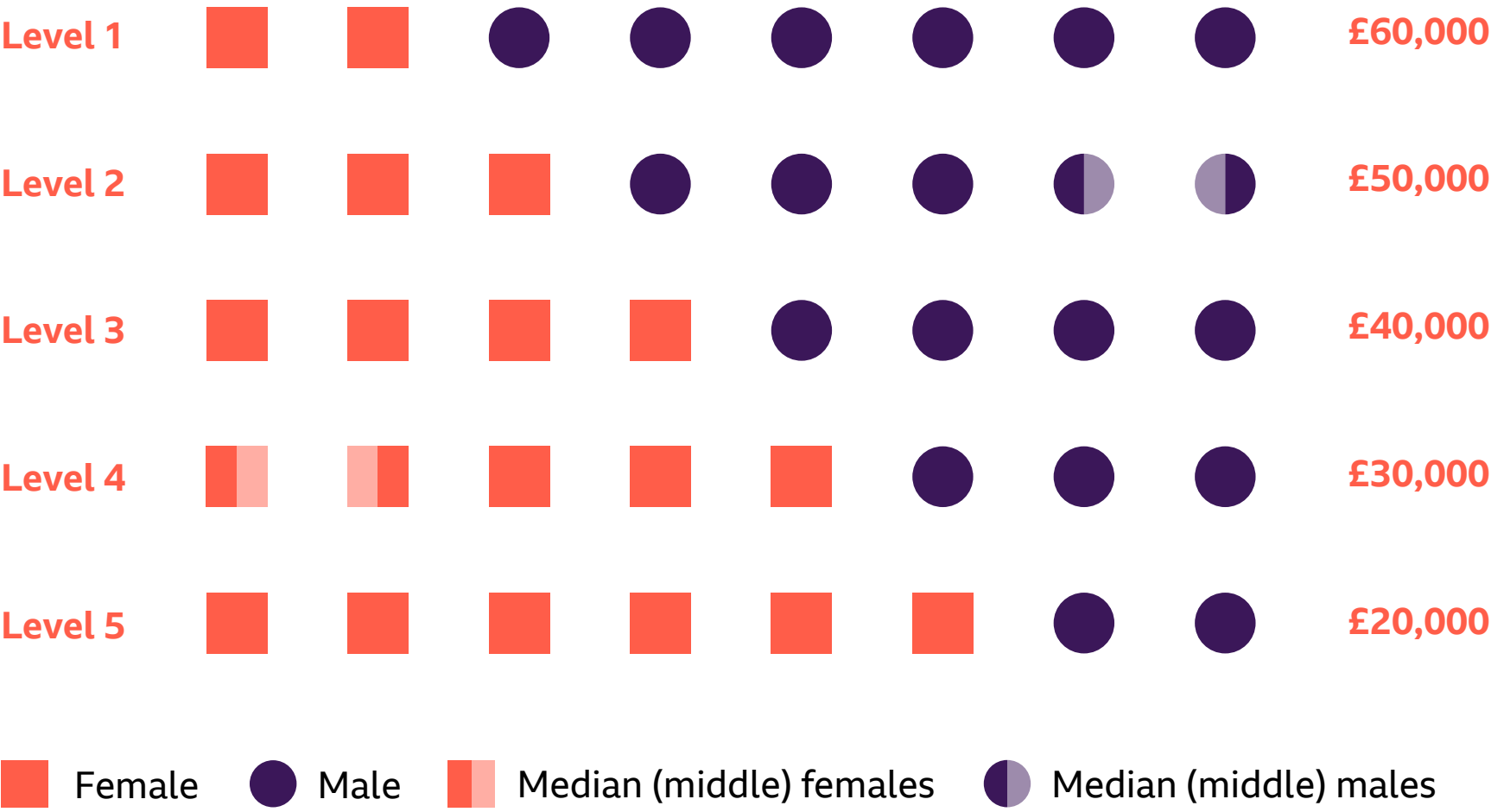
Amandaland
Merman Television

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:



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 2025 and bonus payments paid in the year prior to 5 April 2025 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 Fuxell



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	6.9%	8.5%	-20.0%	55.6%	20.9%	29.5%	30.2%	69.8%	28.7%	71.3%	34.5%	65.5%	36.6%	63.4%
BBC Studios Distribution Ltd	9.3%	13.0%	95.7%	43.6%	44.2%	43.7%	37.3%	62.7%	39.8%	60.2%	43.9%	56.1%	50.6%	49.4%
UKTV Media Ltd	13.7%	9.9%	21.7%	12.3%	87.4%	82.0%	29.5%	70.5%	40.3%	59.7%	41.6%	58.4%	53.8%	46.2%

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

BBC
STUDIOS

**UK PAY
GAP REPORT**

2026