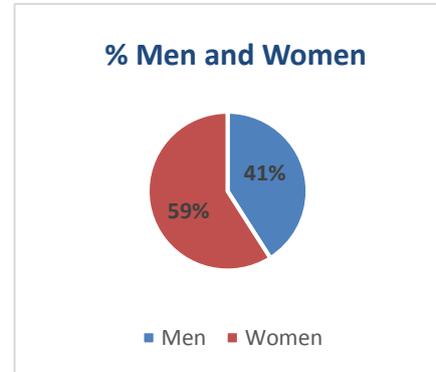


## Our Gender Pay Gap

### Gender pay gap reporting

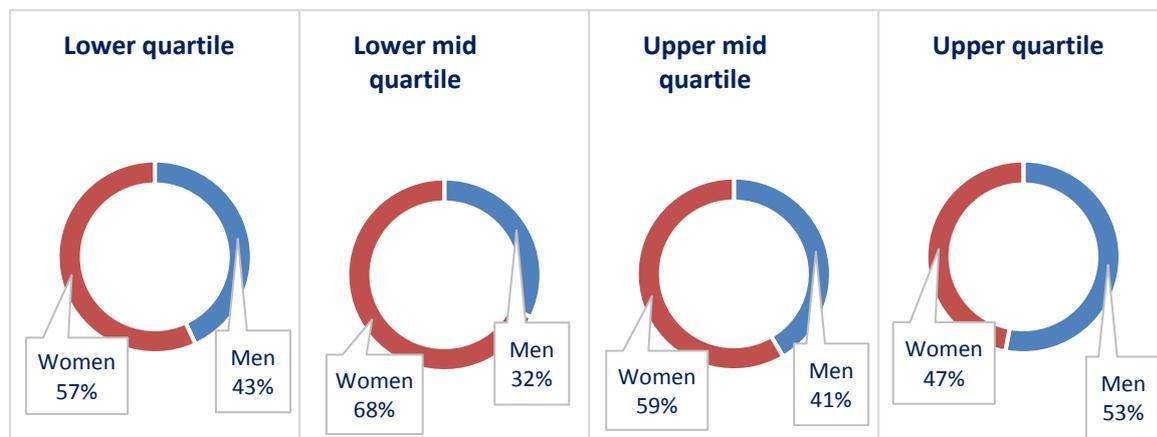
Gender pay reporting is a new legal requirement for large organisations. It requires employers with 250 or more employees to publish statutory calculations each year showing the pay gap between their male and female employees, expressing this as a percentage. Gender pay reporting shows the balance of men and women at all levels of the organisation and the effect this has on average hourly rates of pay across the organisation as a whole.

Our data is collected on the snapshot date of 5 April 2017, when our workforce consisted of 161 women and 112 men.



### Proportion of men and women by pay quartile

Gender pay gap reporting requires us to divide our workforce into four equal parts (quartiles) by hourly rate and show the percentage of men and women within each of the quartiles:



### Mean and median gender pay gap

The mean gender pay gap is the difference in average hourly rates of pay that men and women receive. This provides an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of men and women in scope.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle values.

<b>Mean</b> gender pay gap in hourly pay	<b>16.2%</b>
<b>Median</b> gender pay gap in hourly pay	<b>9.1%</b>

The average hourly rate paid to women in our workforce is 16.2% lower than the average hourly rate paid to men in April 2017. The difference in hourly rates of pay, as a median average, is 9.1% lower for women.

## Proportion of men and women receiving a bonus payment

This is the percentage of men and women who received a bonus payment in the 12 months leading up to the snapshot date of 5 April 2017.

<b>15%</b> of women were paid a bonus
<b>25%</b> of men were paid a bonus

Bonuses were paid to the Director General and Executive Directors (the Executive) in the form of non-consolidated performance related payments, based on successful delivery of objectives and key priorities in the corporate plan for the previous year. The bonuses included in the snapshot date of 5 April 2017 relate to the financial year 2016-17. The Executive staffing group consists of 3 men and 1 woman or 75% men and 25% women.

Commission payments are also classified as bonus payment under the gender pay gap reporting requirements. Guidebook commission payments have been included within the gender bonus pay in the 12 months leading up to the snapshot date. In 2016 and early 2017, guidebook commission was paid to a small group of staff working in certain areas of one of our sites. Since 1 April 2017, this has been rolled out to all front of house staff working across all of our sites.

## Mean and median gender bonus gap

The mean gender bonus gap is the difference in average bonus pay that men and women receive.

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

<b>Mean</b> gender bonus gap	<b>46.3%</b>
<b>Median</b> gender bonus gap	<b>78.7%</b>

## Addressing the gender pay gap

We recognise that tackling the gender pay gap will take time and we are committed to reducing the gender pay gap where we can, by making every role within the National Museum of the Royal Navy attractive to as many people as possible. We have been working with staff across the organisation to develop a new reward and recognition scheme and we will also be working to introduce a new salary progression scheme in 2018-19, ensuring we are paying equally for the job, regardless of gender.

We will be developing our talent management strategy to support learning, development and career progression and we will continue to try and accommodate flexible working arrangements wherever possible, supporting staff if they need to care for others or who are returning to work after having a child. We are committed to offering these opportunities to all staff, regardless of gender.

### **Declaration**

I confirm the gender pay gap data contained in this report is accurate.

A handwritten signature in black ink, appearing to read "Sarah Dennis".

**Sarah Dennis**  
**Executive Director of Resources**