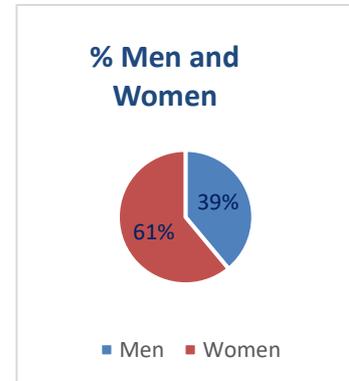


## Our Gender Pay Gap 2020

### Gender pay gap reporting

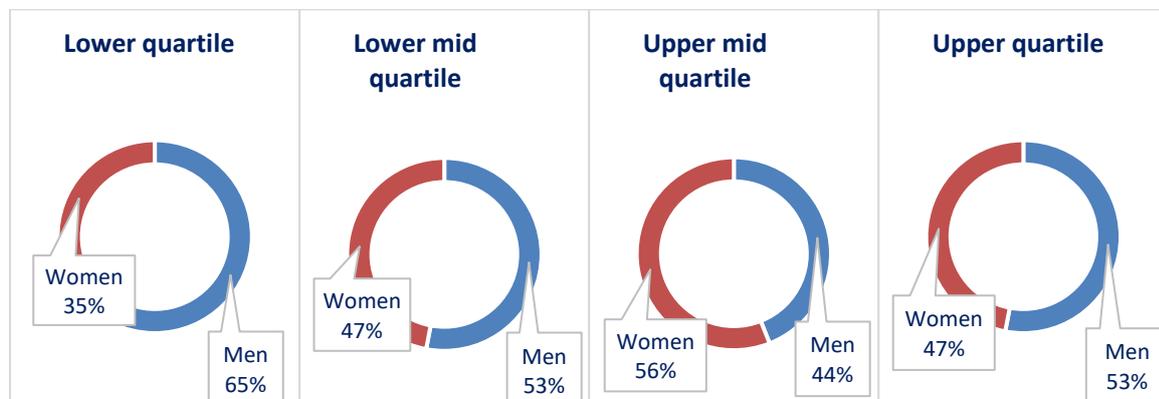
Gender pay reporting is a legal requirement for large organisations. It requires employers with 250 or more employees to publish statutory calculations each year showing the pay gap between their male and female employees, expressing this as a percentage. Gender pay reporting shows the balance of men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



Our data is collected on the snapshot date of 5 April 2020, when our workforce consisted of 138 men and 217 women. On this date, however, 66% of our staff were on furlough on reduced pay under the Coronavirus Job Retention Scheme - this included 85 men and 151 women.

### 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:



It is important to note that this is not a true reflection of our workforce as it excludes the 66% of staff on furlough on 5 April 2020 following the closure of the museum due to the Coronavirus pandemic.

### 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.

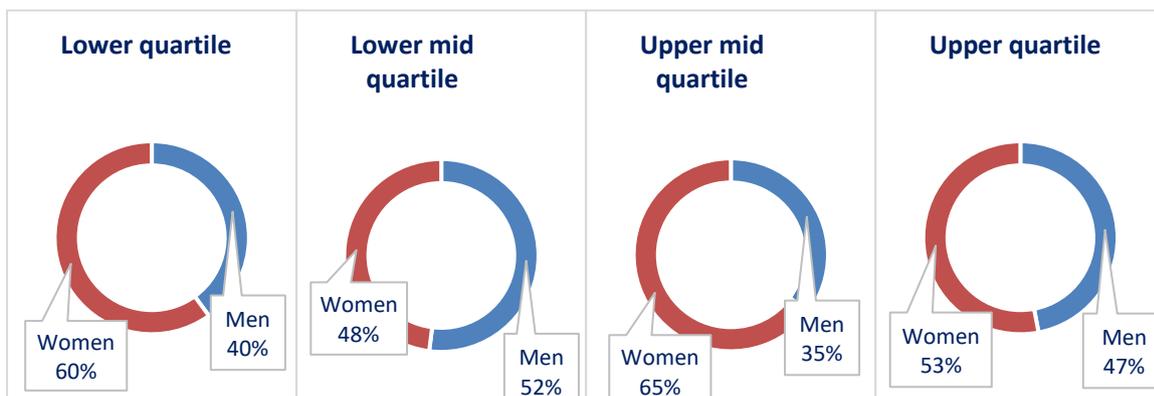
Gender pay gap	2020	2019	2018	2017
<b>Mean</b> gender pay gap in hourly pay	<b>-1.5%</b>	10.3%	9.3%	16.2%
<b>Median</b> gender pay gap in hourly pay	<b>-3.2%</b>	1.0%	2.7%	9.1%

The mean (average) hourly rate paid to men in our workforce was -1.5% lower than the mean (average) hourly rate paid to women in April 2020. The difference in hourly rates of pay, as a median average, was -3.2% lower for men. This represents an overall decrease in our mean gender pay gap of 11.8% and a 4.2% reduction as a median average based on our gender pay gap in 2019. This is due to the number of staff on furlough on reduced pay who were not included in the calculation and the fact that there were more women within the upper pay quartiles working whilst the museum was closed. This has resulted in the mean and median gender pay gaps being in favour of women for the first time since we began reporting our gender pay gap.

Whilst this is extremely positive, this is not a fair reflection of the gender pay gap that still exists within the museum and it would be misleading if we did not also share the calculation had those staff on furlough been working and receiving their normal pay. The gender pay gap if we had included those staff on furlough on their normal pay would be:

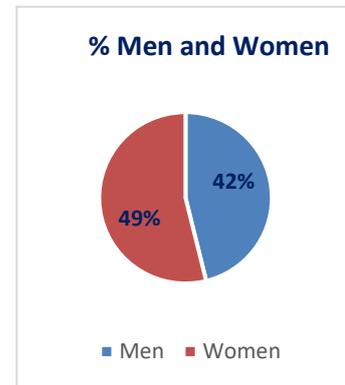
<b>Mean</b> gender pay gap in hourly pay	<b>8.2%</b>
<b>Median</b> gender pay gap in hourly pay	<b>0.0%</b>

This represents an overall decrease in our mean gender pay gap of -2.1% and an decrease of 1.0% in our median average based on our gender pay gap in 2019. The 0% median gender pay gap is due to the implementation of a new salary grading scheme which has ensured staff are paid on a narrower range of defined pay points. The decrease in the mean gender pay gap is also a result of the implementation of the new salary grading scheme and women being appointed into senior management roles, meaning we now have more women than men within the upper quartile, as can be seen below:



## Proportion of men and women receiving a bonus payment

42% of men and 49% of women were awarded and paid a bonus or commission payment in the 12 months leading up to the snapshot date of 5 April 2020. This is a decrease of 4% for men and an increase of 3% for women receiving a bonus or commission payment in this period compared to the 2019 period.



Commission payments are classified as bonus payments under the gender pay gap reporting requirements. Commission payments, awarded for the sale of souvenir guidebooks, have been included within the gender bonus pay in the 12 months leading up to the snapshot date.

There were no single one off non-consolidated bonuses paid by the museum to individuals in the 12 months leading up to the snapshot date of 5 April 2020 and therefore the gender bonus is based purely on honorarium payments and souvenir guidebook commission payments.

## Mean and median gender bonus gap

The mean gender bonus gap is the difference in average bonus pay that men and women receive. There has been a significant (175.2%) decrease in the mean gender bonus pay gap from the last reporting period (2019: 76.3%) so that it is now more favourable towards women, due to not paying non-consolidated bonus payments in this period, more women receiving honorarium payments for taking on additional responsibilities and women receiving higher souvenir guidebook sales commission payments than men. The top souvenir guidebook seller was a woman who exceeded £1,000 in commission payments.

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women. There has been a 106% reduction in the median gender bonus gap, however, it continues to be more favourable towards women and this is due to women overall selling more souvenir guidebook sales than men and the absence of non-consolidated bonus payments being made by the museum.

Gender bonus gap	2020	2019	2018	2017
Mean gender bonus gap	-98.9%	76.3%	76.1%	46.3%
Median gender bonus gap	-34.0%	-140%	11.1%	78.7%

## Addressing the gender pay gap

We have seen an 8% reduction in our mean gender pay gap and a 9.1% reduction in our median gender pay gap from 2017 (based on the calculations that assume staff on furlough were working on the snapshot date) and we continue to be committed to reducing our mean gender pay gap where we can. In November 2021, pay progression will be possible through our new salary grading scheme, based on performance against defined objectives and should enable the gender pay gap to reduce further.

We are committed to do more to support learning, development, and career progression for all staff. We accommodate flexible working arrangements wherever possible, supporting staff if they need to care for others or those 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.



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