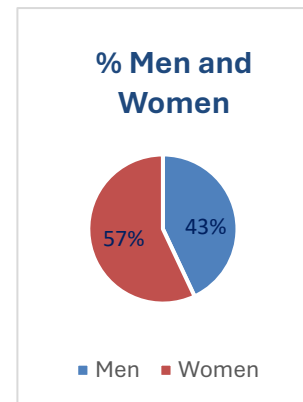


## Our Gender Pay Gap 2025

### Gender pay gap reporting

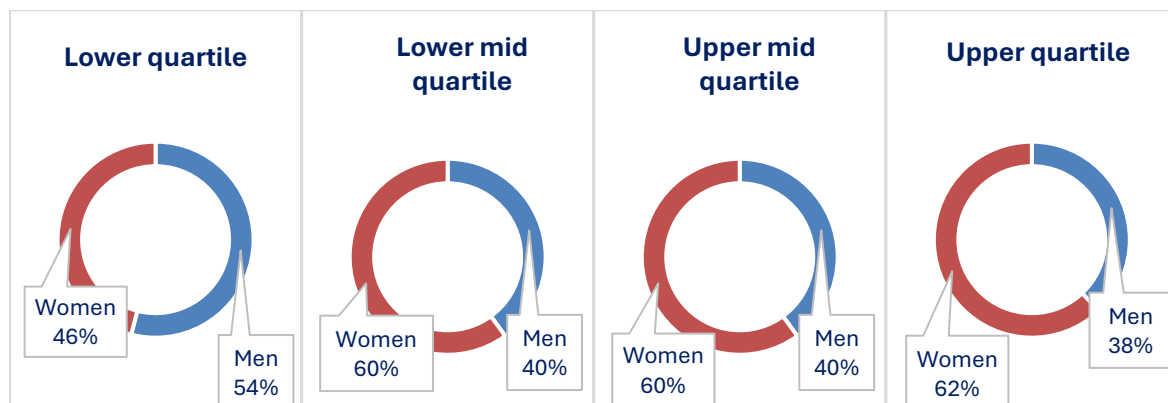
Gender pay reporting is a legal requirement for large organisations. It requires employers with 250 or more employees to publish statutory calculations each year showing the pay gap between their male and female employees, expressing this as a percentage. Gender pay reporting shows the balance of men 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 2025, when our workforce consisted of 143 men and 188 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:



### 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	2025	2024	2023	2022	2021	2020	2019	2018	2017
<b>Mean</b> gender pay gap in hourly pay	<b>-3.9%</b>	-2.5%	-0.6%	5.7%	3.2%	-1.5%	10.3%	9.3%	16.2%
<b>Median</b> gender pay gap in hourly pay	<b>-4.1%</b>	0%	5.1%	4.5%	3.4%	-3.2%	1.0%	2.7%	9.1%

The mean (average) hourly rate paid to men in our workforce was -3.9% lower than the mean (average) hourly rate paid to women in April 2025. The difference in hourly rates of pay, as a median average, was 4.1% lower for men compared to women in April 2025. This represents a decrease in our mean gender pay gap of 1.4% and a 4.1% decrease as a median average based on our gender pay gap in 2024. Salary sacrifice schemes were introduced in 2024/25 and 109 people are in one or more schemes, 66% of people in the scheme are women and 34% are men, which includes members of the Executive and therefore has an impact on the gender pay gap. It is important to note the April 2021, and 2020 calculations were lower than they would have ordinarily been due to staff being on furlough (reduced pay) and therefore being excluded from the calculation.

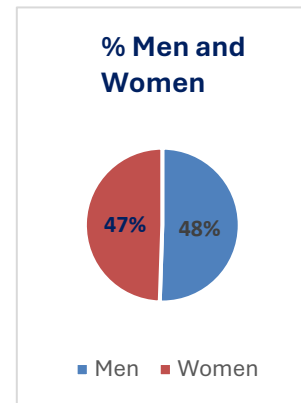
There continued to be a higher percentage of women in the upper pay quartile (62%), this is a 6% increase from the last reporting period (2024: 56%). There was also a 7% increase of women in the upper-mid pay quartile (60%) from the last reporting period (2024: 53%). There was an 11% reduction in the percentage of women in the lower pay quartile (46%) from the last reporting period (2024: 57%). This is the lowest percentage of women in the lower quartile since reporting commenced in 2017 (except for the Covid reporting years 2020-2021). However, there was a 7% increase in the percentage of women in the lower mid-quartile (60%) from the last reporting period (2024: 53%). This is an overall increase in the percentage of women in the upper-mid to upper quartiles compared to the last reporting period.

The National Museum operates a salary sacrifice scheme enabling employees to reduce the gross pay or bonus payment due under their contract of employment in return for a range of non-cash benefits (e.g. childcare vouchers, additional annual leave, increased employer pension contributions). The value of salary sacrifice is excluded from gender pay gap calculations, meaning that the employee's gross pay after any reduction for salary sacrifice is used, even if the employee has voluntarily opted into the scheme. The National Museum is aware that salary sacrifice

arrangements can influence the reported figures used in gender pay gap calculations and therefore considers this when analysing its gender pay gap data.

## Proportion of men and women receiving a bonus payment

48% of men and 47% of women were awarded and paid an honorarium or commission payment in the 12-months leading up to the snapshot date of 5 April 2025. The number of men receiving an honorarium, bonus or commission payment increased by 7% and the number women increased by 4% in this period compared to the 2024 period. Of the 158 people receiving a bonus payment, 44% were men and 56% were women.



Commission payments are classified as bonus payments under the gender pay gap reporting requirements. Commission payments, awarded for the sale of souvenir guidebooks, were included within the gender bonus pay in the 12-months leading up to the snapshot date. Seven men and four women received honorarium payments for undertaking additional responsibilities.

Bonuses were paid to two members of the Executive in the form of non-consolidated performance related payments, based on successful delivery of objectives and key priorities. The bonuses included in the snapshot date of 5 April 2025 relate to payments made in the financial year 2024-25 in respect of performance in 2023-24. The Executive staffing group who received bonuses consists of one man and one woman.

## Mean and median gender bonus gap

The mean gender bonus gap is the difference in average bonus pay that men and women receive. There was an increase (22.1%) in the mean gender bonus pay gap from the last reporting period meaning this continues to be more favourable for men in this bonus period. This is due to a bonus sacrifice to make a pension contribution. There was a 47.2% decrease in the average honorarium payment made to men and a 4.8% increase in the average honorarium payment made to women. Although there were three more men receiving an honorarium payment than women, the value of the honorarium payments made to men and women were similar due to having similar salaries (honorarium payments are based on salary) and the duration the honorarium payments were received (honorarium payments are paid monthly and the duration varies according to business need). There was a 43% reduction in the average souvenir guidebook sales made by men (£21.32) compared to the 2024 period (£37.39). There

was a 3.1% decrease in the average souvenir guidebook sales made by women (£61.34) compared to the 2024 period (£63.27).

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women. There was a significant decrease (-46.9%) in the median gender bonus pay gap from the last reporting period (2024: -16.7%) and this remains more favourable for women.

Gender bonus gap	2025	2024	2023	2022	2021	2020	2019	2018	2017
Mean gender bonus gap	31.8%	9.7%	-61.6%	58.5%	83.5%	-98.9%	76.3%	76.1%	46.3%
Median gender bonus gap	-63.6%	-16.7%	-7.0%	-92.4%	-55.0%	-34.0%	-140%	11.1%	78.7%

## Addressing the gender pay gap

Our mean gender pay gap continues to be more favourable to women and for the first time our median gender pay gap is more favourable for women (excluding 2020 Covid calculations). We accommodate flexible and hybrid working arrangements wherever possible, supporting staff if they need to care for others or those who are returning to work after having a child or those who benefit from more flexible patterns of working. Work continues to be undertaken to support career progression and development. 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 Finance and Resources**